



## MILITARY TRANSITION COUNCIL

3 JUNE 2014, 10:00am - 12:00pm

- **Focus on education** – WA leading the way for veteran services through education and apprenticeship opportunities.
- **Vet Corps and Veteran Supportive Campus Initiative-** With the focus on higher education, these two organizations were able to reach out to higher education campuses statewide to promote Veteran Friendly Campuses. Agreement and MOU's were signed by various campus presidents and WDVA Director. These collaborations have enhanced veteran support groups within campuses with a goal for veterans to complete their course of study and graduate. Alfie suggested we gather best practices among those participants and collect data to verify how many veterans graduate.
- **Committee Endorsement Request Public Sector Veterans Hiring Initiative-** the recession caused a decrease in public sector employees. As a result, a demand bubble was created for employees who contained higher qualifications and educational backgrounds. This initiative is to promote veterans as containing the skills and criteria favorable to the public sector. Goal is to create a venue(s) for HR directors, hiring managers, and recruiters to better understand the skills and abilities that veterans bring to the public sector, as well as propagate best practices in designing HR systems that support the acquisition of veteran talent.
- A motion to approve the ASKS from the previous council meeting was approved in accordance with Roberts Rules of Order. Anne initiated and Gene second the motion, all in favor.
- The **MTC logo** developed by Kristine Reeves was introduced as a vote. A suggestion was made to incorporate the military affiliation and state seals onto the logo. This created a delay on this vote until additional logo options can then be presented via email.
- The **WSMTC Year in Review** was presented by Robin Baker and Mary Forbes. This included information pertaining to the vision, partnerships, data share agreements and statewide expansion efforts. LEAN maps were displayed showing the current MTC projects. Enhanced Program Support was also mentioned to promote existing programs that can be exported to sister services across the state. Within JBLM, an additional day was added to the already mandatory two day curriculum for transitioning Soldiers to receive information. As a result of this coalition of the willing to improve services to our transitioning military, within JBLM alone, the number of service members transitioning from military service with a job upon departure has increased from 18% in 2011 to 38% in 2014.
- A participant presentation was made by Ann Reiter for the **NW Edge Program**. This program partners with several agencies to provide a seven week workshop for transitioning service members. As part of the ACAP process, this program includes site visits to state agencies, mock interviews and an end of

year networking social. As of the second cohort of this program (2013), 80% of participants received an interview and six out of thirty-three were hired. To learn more about the program requirements and process, visit <http://www.acap.army.mil/> or the JBLM ACAP Facebook page at <https://www.facebook.com/JBLM.ACAP>.

- The **Strategic Communication Plan** was discussed by Robin Baker. The vision, values, future state, communication plan objectives and goals were provided on a one page document for all WSMTC chairs. A tri-fold was recommended for executives to keep on hand.
- **Governor Jay Inslee** thanked everyone for supporting our veterans and service personnel. He addressed the following questions to the WSMTC:
  1. One of the Results Washington outcome measure is to increase state agency and educational institution utilization of state-certified small businesses in public works and other contracting and procurement to 5% by 2017. What progress are we making along this goal? What needs to be done by the state to help? What commitments do we have with contractors that do well to provide jobs? Have they made commitments to offer a certain number of jobs to veterans?

Sandy Miller, Director, Workforce & Career Development Division, Employment Security Department (ESD) answered that federal contractors interact with state and local hiring agencies to find applicants. State contracts have a 5% goal to utilize a veteran operated business. The Governor then asked if we as a state are as committed to hiring veterans as Walmart? Mark Sullivan, Senior Workforce Policy Manager, Office of the State Human Resource Director, stated that we as a state are hiring close to the rate of availability. Metrics to verify this information will be presented in July or as soon as possible.
  2. Another Results Washington outcome measures is to increase veteran employment rates from 67% in 2011 to 70% by 2015. How are the Workforce Development Councils involved in this work? Is there anything the state can do differently or better to partner with you? Do state agencies have a percentage of the number of veterans they should hire?

Mark Sullivan's response was yes. Most state agencies are hiring 6% of veterans. This percentage is based on the availability of veterans to enter the workforce. Positions held by state employees have a greater demand for higher education. In order for veterans to stay competitive, they must obtain a degree. As a state, we should promote higher education for veterans to improve veteran employment rates.
  3. We've done a good job understanding the transition process for active duty army personnel. This is only one portion of our population. How do we overcome the barriers to mapping the process for the Navy and Coast Guard? What changes need to be made to adapt to the other service's process.

JBLM leadership has allowed their Lean Six Sigma expert, Jonathan Henderson, to begin mapping the Navy transition process. Jonathan has traveled to Keyport to work the mapping Navy process with their transition staff. In the near future, WSMTC has plans to help map the Coast Guard process, Washington National Guard and Army Reserves processes. So far, what have we learned from this mapping the process for the Navy and how can the state or WSMTC make adjustments to meet and adapt to the other service's process?
- A presentation on the **Washington Student Achievement Council** was conducted by Gene Sharratt and Jim West. Gene is a Vietnam Veteran who used his GI Bill to obtain his degree. His emphasis is to inspire world class education that envelops veterans. A goal of the Washington Student Achievement Council is to increase the percentage of Washington adults who will have a postsecondary credential from the current 50% to 70% by 2023. Jim West discussed the Washington

Prior Learning Assessment (PLA) Workgroup. PLA'S can increase the number of students who receive academic credit for prior learning through military training and experience, work and life experience and formal/informal education and training.

- **Washington Community and Technical Colleges** are aiming specialized training to transitioning service members into high-demand careers through a federal DOL grant of \$43.5 million. Marty Brown mentioned 22,000 active duty service members are enrolled into 34 different community and technical colleges throughout our state. Veteran centers on these campuses are dedicated to serving veterans and helping them succeed in higher education.
- **The Washington State Council of Presidents(COP)** Initiatives were presented by Paul Francis. The COP is a voluntary association of Washington's six public baccalaureate degree granting colleges and universities that promotes "military friendly schools" and "veteran supportive campuses." Eastern Washington University has a YouTube video which highlights the Veterans Resource Center, <https://www.youtube.com/watch?v=V671QcLXhjc>.
- **High Skills, High Wages for Veterans** provided numerous data of veterans in the workforce by Eleni Papadakis. She made a recommendation to review the data regarding employment rates for veterans versus non-veterans after using WorkSource Services. Why have the employment rates for these veterans declined after using these services? What can the MTC do to improve this data?
- **Higher Education Working Group** was discussed by Lisa Hoffman. Copies of the "asset map" were provided which contained veteran center contact information for veteran students. This contact information is also to promote sharing resources such as best practices amongst institutions.

Next Meeting **Tuesday, September 9, 2014**

The slide presentation is available on the WDVA website on the right side under Washington State Military Transition Council at the following link: <http://www.dva.wa.gov/>.